



Recruitment and Selection Process for Asheville Police Chief



Posted 12/08/2014
Last Revised 03/02/2015

Timeline

2015 to be announced
New Police Chief Starts

2015 JUNE 1 (Tentative)
Announcement New Chief

2015 WEEK OF MAY 11
Candidate interviews

2015 APRIL 23 – 24
Candidate presentation

2015 MARCH 6 – APRIL 23
Recruitment period

2015 MARCH 6
Candidate profile completed and posted for 30 days

2015 MARCH 4
Citizens Police Advisory Committee reviews and provides feedback on compiled community comments

2015 FEBRUARY 24 and 25
Stakeholder meetings

2015 JANUARY 30
Executive recruiter selected

2015 JANUARY 9
Due date for proposals extended from December 19

2014 DECEMBER 19
Proposals for process due

2014 DECEMBER 12
Announcement of Interim Chief

2014 NOVEMBER 21
Request for Proposal released

What's happening now?

Seven of the 13 candidates responding to the [Request for Proposals](#) were interviewed, with a focus on factors that included but were not limited to: approach to the search; fees; timeline; qualifications/experience; and approach to maximizing public input into the process. Affion Public based in Pennsylvania was selected as the best candidate. They have provided technology and human resources consulting and strategies for state and local government, education and non-profit organizations since 2000 and are currently serving as the City's recruiter for the Planning Director position.

The fee for their consulting services is \$21,000 and includes development of a candidate profile, recruitment and screening of candidates, facilitation of the interview and selection process, and detailed reference checks on recommended finalists. The fee does not include candidate travel or logistical expenses.

Affion held community input meetings and City of Asheville staff (including the police department) input meetings February 24 and 25. A summary of the input can be found [here](#).

Input from Asheville police department employees, community stakeholders and City of Asheville executive management will be used to develop a comprehensive profile which reflects responsibilities, core competencies and professional characteristics and traits, education and training, operational and organization issues and other factors that are relevant to the position.

Why it's happening

The recruitment process is underway to identify the replacement for Police Chief William Anderson, who officially retired on December 30. Information currently being gathered in the organizational assessment by [Matrix Consulting Group](#) will be considered in the recruitment process. The recruitment process coincides with ongoing, aggressive improvement efforts within the Asheville Police Department including the engagement of APD employees in implementing the [APD Strategic Operating Plan](#).

Supporting documents

[Request for Proposal \(RFP\) for Recruitment and Selection of Police Chief](#)
[2014 City of Asheville Police Department Organizational Chart](#)
[Contract with Affion Public for Recruitment and Selection Process](#)
[Summary of community input](#)

Comments about the Recruitment and Selection process may be submitted to:

Email apdchiefrecruitment@ashevilenc.gov

Mail

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